



U.S. COAST GUARD



Homeland Security

Flag Voice 294

Quick Links

Human Resources Home

Be a Part of the Coast Guard:

- »»Military Careers
- »»Civilian Opportunities
- »»Learn about the Reserve
- »»Coast Guard Academy

Flag Voice

»»Biography of the Assistant Commandant for Human Resources

Future Force

Contact Us

Other Links

Department of Homeland Security (DHS)

Department of Transportation (DOT)

Coast Guard Retirees

Coast Guard News and Information

Military Locator

UNIT LEADERSHIP DEVELOPMENT PROGRAM

This is an update on the Coast Guard's Unit Leadership Development Program (ULDP) that was launched last year via ALCOAST 057/05. The ULDP reinforces the Coast Guard's leadership competencies and is the focal point for unit-based leadership development. Participation in the ULDP is mandatory and serves as an ideal investment in the future of all Coast Guard personnel. Units that have taken advantage of the process and resources of the ULDP report significant payback in the form of improved unit performance and morale. This Flag Voice highlights helpful ULDP tools available, and solicits additional volunteers to be ULDP Coaches to ensure that all units can get the maximum value from the ULDP.

The ULDP website (<http://learning.uscg.mil/uldp/>) is a portal to more than 150 resources, including the short (36 questions) ULDP assessment. Resources include lesson plans for movies and books from the Commandant's Reading List, specially designed interactive modules, and ready-made presentations for quick deployment at the unit level. The lesson plans are clear, complete, and easy to use. For afloat units that do not have connectivity underway, resources can easily be downloaded while in port and then used later while underway. Currently, the most popular resources are three vignettes by Gen. Krulak, "Apollo 13," and the new communications, team building, and conflict management interactive modules developed for the Coast Guard by a contractor. Once on the website's main page, click on the "Open Access to Resources" link to gain access to these and other leadership tools. The three vignettes DVD does not work on Workstations or PCs; it will work if downloaded and played on a regular DVD player. Not all materials will be available to everyone as there are some copyrighted materials that only the unit's designated ULDP POC can access.

The ULDP Coach is an important element of the ULDP process. Coaches can answer questions about system navigation, help the unit analyze the assessment results, and help select the appropriate resources to meet the unit's leadership development needs. A list of current coaches units can contact is available on the web. There are presently about 45 coaches, but more are needed. I strongly encourage Command Master Chiefs, Organizational Performance Consultants (OPCs), full-time Education Services Officers (ESOs), Career Development Advisors (CDAs), and any interested members of team Coast Guard (including retirees) to become qualified ULDP coaches. Having local help available to assist unit POCs is a proven strength of this program, and a strong coaching network is vital. The ULDP website has more information on how to become a coach.

The ULDP is a vital part of an interrelated workforce performance system that needs the support of all leaders if we are truly to be a learning organization capable of accomplishing Coast Guard missions. Please continue your outstanding participation in the ULDP and also please consider serving a ULDP coach.

Regards,

Paul Higgins

Acting Assistant Commandant for Human Resources

This page is maintained by [Coast Guard Human Resources](#)



[Coast Guard Home Page](#)

[Customer Accessibility](#)

[Disclaimer](#)

[Questions/comments about US Coast Guard](#)

Last modified: undefined NaN, NaN